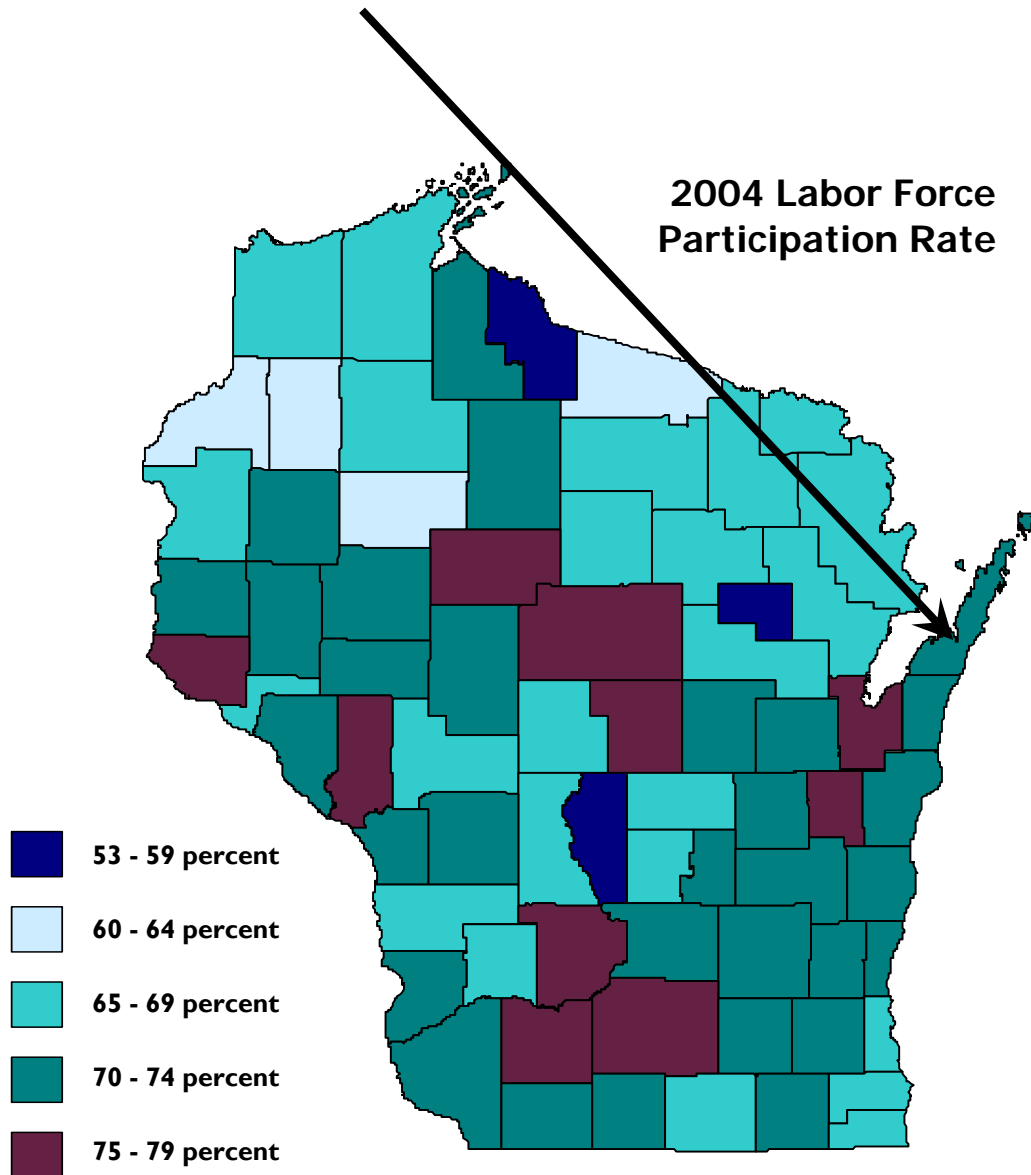


Door County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

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County Population and Labor Force

Door County has added just over 1,300 more residents over the last five years outpacing the state's rate of population growth. Its net growth rate of 4.8 percent was entirely due to the in-migration of new residents as Door County experienced a one percent net natural decrease because there were more deaths than births over the last five years.

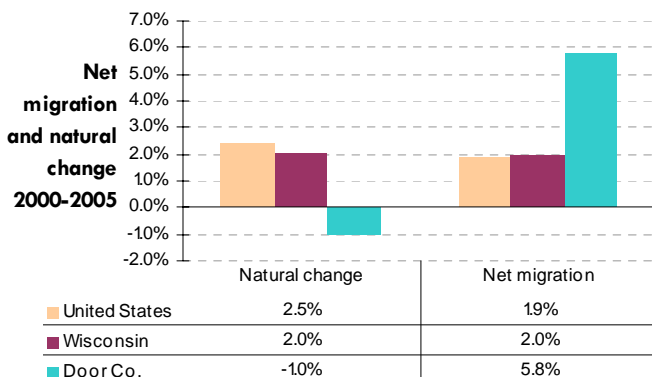
Currently, 31 percent of the population over the age of 16 (those eligible to be in the labor force) are 60 years of age or older, which is about ten percentage points higher than the state and national averages. Door County's population is older than average, as many might suspect as it has been a retirement haven for decades. The implications of the county's maturity point to potential labor availability issues down the road in some key occupations. It is projected that about 50 percent of the county's 16 and older population will be at least 60 years old by year 2020. The same projection indicates that only seven percent of this population will be between the ages of 16-24 or about one-half of the state and national composition. The number of those in their prime working and earning years, ages 25-59, is projected to drop significantly from 55 percent of this labor force aged population to approximately 44 percent.

Door County's labor force participation rate (LFPR), which is a gauge of those working or seeking work, is virtually the same as the state's and was higher than nation's in 2004. Looking back, the county's LFPR spiked upward faster than

Five largest municipalities in Door County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Door County	27,961	29,299	1,338	4.8%
Sturgeon Bay, City	9,437	9,722	285	3.0%
Sevastopol, Town	2,667	2,798	131	4.9%
Liberty Grove, Town	1,858	1,971	113	6.1%
Nasewaupee, Town	1,873	1,963	90	4.8%
Egg Harbor, Town	1,194	1,346	152	12.7%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



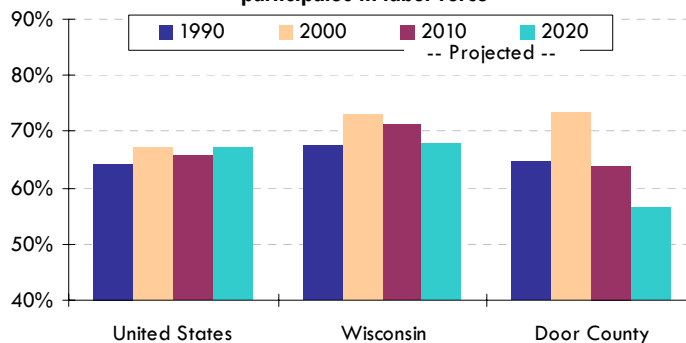
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Door County
Total population in 2000	281,424,602	5,363,715	27,961
Population est. Jan. 1, 2005	295,160,302	5,580,757	29,299
Change	13,735,700	217,042	1,338
% change	4.9%	4.0%	4.8%
2005 Labor force population*	224,837,000	4,339,938	24,246
Share of total population	76.2%	78%	82.8%
Labor force	147,125,000	3,071,179	16,890
Labor force participation rate	65.4%	70.8%	69.7%
2005 Population 16 yrs. & over	228,621,674	4,417,313	24,487
16-24 yrs old	37,489,370	743,764	3,294
Share of population 16+ yrs	16.4%	16.8%	13.5%
25-59 yrs old	142,248,896	2,708,865	13,560
Share of population 16+ yrs	62.2%	61.3%	55.4%
60 yrs and older	48,883,408	964,684	7,633
Share of population 16+ yrs	21.4%	21.8%	31.2%
Projected population: 2020	335,804,546	6,110,878	30,800
Population 16 yrs. & over	264,085,104	4,869,573	26,692
16-24 yrs old	37,918,865	681,586	1,861
Share of population 16+ yrs	14.4%	14.0%	7.0%
25-59 yrs old	150,678,402	2,756,884	11,671
Share of population 16+ yrs	57.1%	56.6%	43.7%
60 yrs and older	75,487,837	1,431,103	13,160
Share of population 16+ yrs	28.6%	29.4%	49.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

the state and nation from 1990 to 2000 as evidenced by the above graph. But because of the county's accelerating older demographic it is likely that its overall LFPR will decline rapidly in the coming decades, to a level below the state and nation. In short, its labor force eligible population will increase, but the county will have relatively fewer workers on a proportional basis because fewer will be willing to work.

Revised Labor Force

All labor force estimates published by DWD and the U.S. Bureau of Labor Statistics from 1990 to 2004 have been revised to reflect trends revealed by the 2000 Census. In some counties, the revisions have been quite significant, so readers who keep logs of this data are encouraged to revisit their sources to confirm that they have the most recently revised data. Readers are also encouraged to contact the author if they have questions about these changes.

Door County's labor force, for all intents and purposes, has likely reached its maximum level for the foreseeable future. The data to the right measures annual average labor force figures. These numbers are a bit deceiving in Door County, especially the unemployment rate, because its labor market is among the most seasonal in the state and is subject to more extreme highs and lows throughout the calendar year.

In general, the county's unemployment rate is usually higher than the statewide figures. Two main reasons for this is that the cooler weather months in Door County are also less active economically and the county's reliance upon a softer manufacturing base for employment has also affected its labor force.

Door County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	14,834	13,853	981	6.6%
1991	14,662	13,544	1,118	7.6%
1992	14,767	13,618	1,149	7.8%
1993	14,606	13,430	1,176	8.1%
1994	14,952	13,648	1,304	8.7%
1995	15,036	14,017	1,019	6.8%
1996	15,572	14,581	991	6.4%
1997	15,754	14,847	907	5.8%
1998	15,730	14,924	806	5.1%
1999	15,643	14,963	680	4.3%
2000	16,487	15,853	634	3.8%
2001	17,139	16,351	788	4.6%
2002	17,278	16,404	874	5.1%
2003	17,112	15,866	1,246	7.3%
2004	16,890	15,876	1,014	6.0%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

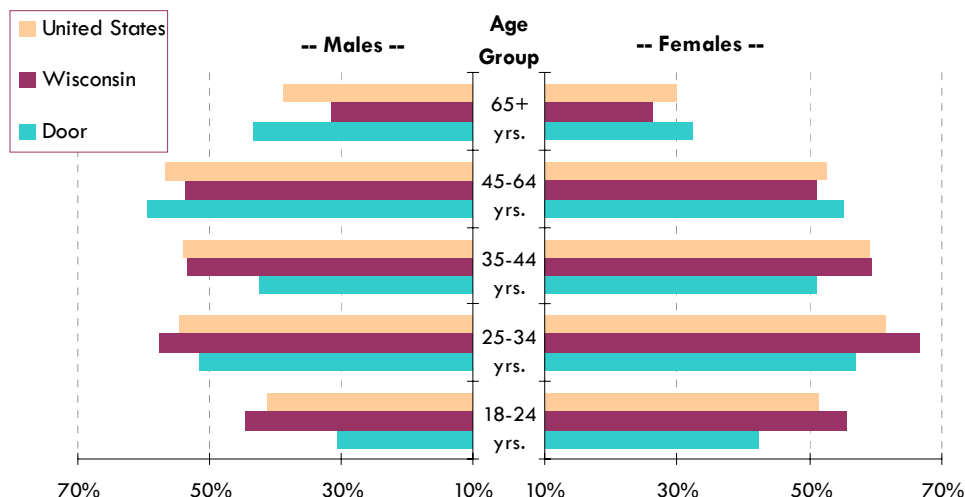
This section examines the county's residential post-high school educational attainment by age and gender. This measures all attempted formal education at the college level, whether it did or did not result in degree completion. These demographic slices of attainment have yielded interesting, though expected results. Generally speaking, younger fe-

males are more likely than younger males to continue their education past high school, though in Door County this level of educational pursuit is lower among both genders compared to the state and national averages. The gender gap is particularly wide in the youngest cohort; those aged 18-24. The width of this gap is not unique to a county like Door County, though it is quite anomalous compared to the state and nation in the same age group.

Noteworthy is the fact that post-secondary attainment in the older cohorts of both genders exceeds the state and nation. This is due to the fact that much of Door County's residential base in these age groups is non-native to the county and have likely migrated into the county.

This measure is included in the profile as an indicator of general worker preparedness. A larger share of newly created jobs and an even higher share of them in the future will require some form of post-secondary educational attainment.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

The annual average wage paid by employers in Door County was about 70 percent of the statewide average in 2004. Manufacturing firms paid the county's highest annual wages on an average basis, while leisure and hospitality firms paid the lowest annual salary. In relative terms, leisure and hospitality was the highest paying industry compared to the statewide average at 105 percent of the state's annual average, signifying strength and a critical employment mass in this sector. Financial activities employment paid 60 percent of the state's average reflecting Door County's higher than average concentration of relatively low wage occupations in this sector.

The graph below juxtaposes Door County's percentage of total employment by industry sector to the percentage of total wages paid. For example, the graph shows that manufacturing employment composes 15 percent of Door County's total employment base, yet it paid 21 percent of all wages in the county in 2004. Thus, manufacturing is a highly valued sector and a premium is put on its employment, not only for its high share of wages, but also because of its indirect employment effects, which help to add jobs in other sectors such as professional and business services.

The largest employing industry sector in the county is leisure and hospitality with 23 percent of all jobs. This sector pays a disproportionately lower amount of the total wages, or

Average Annual Wage by Industry Division in 2004

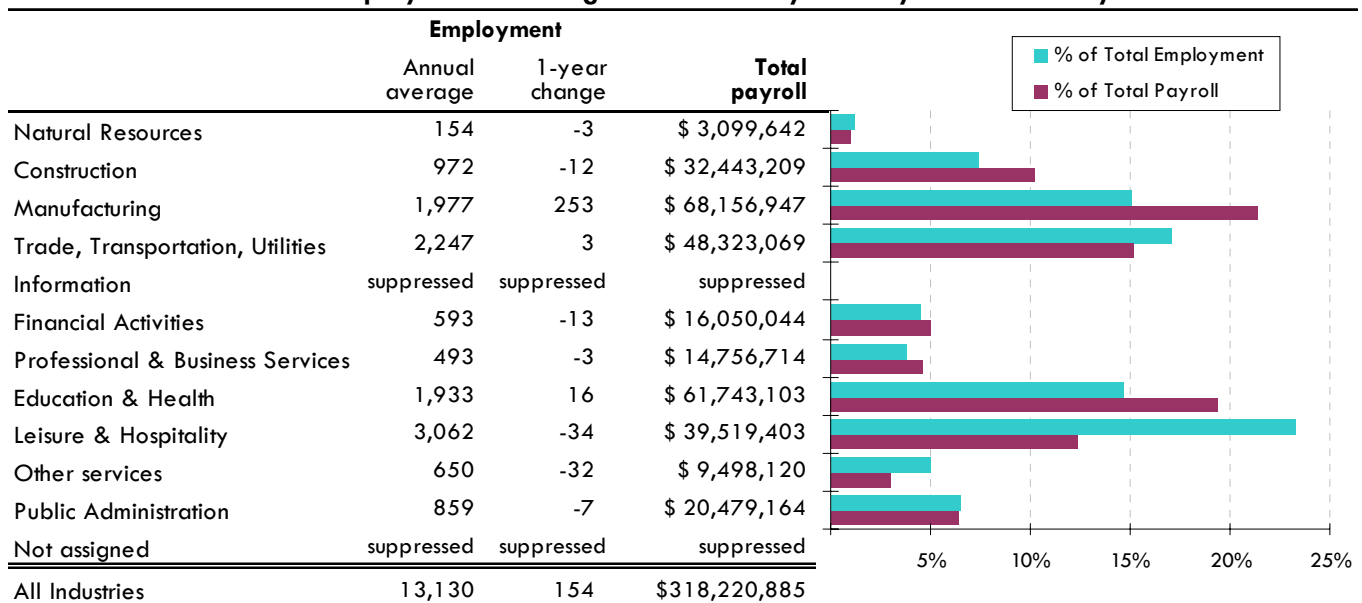
	2004 Wisconsin	2004 Door County	Percent of Wisconsin	1-year % change
All Industries	\$ 34,749	\$ 24,236	69.7%	6.2%
Natural resources	\$ 27,399	\$ 20,128	73.5%	4.0%
Construction	\$ 41,258	\$ 33,378	80.9%	3.2%
Manufacturing	\$ 44,145	\$ 34,475	78.1%	6.1%
Trade, Transportation, Utilities	\$ 30,088	\$ 21,506	71.5%	5.6%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 27,066	60.0%	4.2%
Professional & Business Services	\$ 39,580	\$ 29,932	75.6%	10.9%
Education & Health	\$ 36,408	\$ 31,942	87.7%	6.1%
Leisure & Hospitality	\$ 12,295	\$ 12,906	105.0%	2.0%
Other services	\$ 20,207	\$ 14,612	72.3%	8.4%
Public Administration	\$ 36,347	\$ 23,841	65.6%	2.3%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

approximately 12 percent of the total wages paid. This imbalance reflects its higher than average share of entry-level and generally lower-skilled, lower-paying jobs. Its seasonal nature logically makes annual average wages appear very small, as well. Its employment peaks in the summer and fall months and then sharply declines as the number of tourists and part-year residents wanes in the cooler months.

Education and health services employment is another sector paying proportionately more than it employs, relatively speaking. Health services, in particular, will likely be the fastest growing industry in Door County over the short- and long-term.

2004 employment and wage distribution by industry in Door County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Door County

Establishment	Product or Service	Size (Dec. 2004)
Manitowoc Marine Group LLC	Ship building & repairing	250-499 employees
Door County Memorial Hospital	Gen. medical & surgical hospitals	250-499 employees
County of Door	Executive & legislative offices, combined	250-499 employees
Hatco Corp	Other commercial & service machinery mfg.	250-499 employees
School District of Sturgeon Bay	Elementary & secondary schools	250-499 employees
Southern Door Public School	Elementary & secondary schools	100-249 employees
Door County Young Men's Christian	Civic & social organizations	100-249 employees
Baylake Bank	Commercial banking	100-249 employees
Palmer Johnson Yachts LLC	Boat building	100-249 employees
Wal-Mart Associates Inc	Discount department stores	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Door County

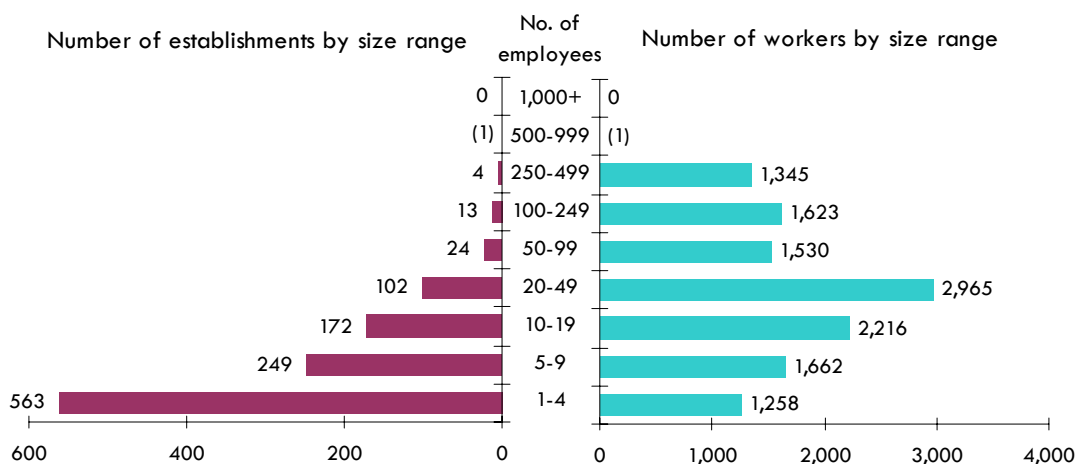
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Food services and drinking places	96	1,164	39	214
Transportation equipment manufacturing	*	*	not avail.	not avail.
Educational services	10	810	-1	-2
Accommodation	67	551	-30	-149
Executive, legislative, & gen government	16	537	-57	12
Machinery manufacturing	5	494	6	-88
Specialty trade contractors	77	462	-14	-23
Hospitals	*	*	not avail.	not avail.
Fabricated metal product manufacturing	11	442	22	-102
Membership organizations & associations	31	381	33	90

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Door County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Door County still remains a ship building county as its largest and ninth largest employers are members of this industry. Though the county is renowned as one of the top tourism hot spots in the Midwest, many outside of the county may not be aware that Door County's labor market is more than its shops, restaurants, and hotels; it is a premier manufacturing county in a premier manufacturing state.

Door County's list of top employing industries, nonetheless, does feature a tourism-related industry as its largest. Its fourth largest industry is related, as well. The manufacturing industries on this list showed some fairly significant decreases in employment over the years, though one would be hard pressed to find a county that actually gained employment in this sector comparing job levels in 2000 to 2005.

The graph on the bottom of this page indicates that the majority of Door County's employers are very small in the number of workers they employ, which should be no surprise. But the majority of those employed, while still technically employed by "small employers", work in establishments with between 20-49 total employees. About two out of every three workers in the county works in a firm with 50 or fewer total workers.

Per Capita Personal Income

Door County's per capita personal income (PCPI) was \$30,657 as of 2003, the most recent figures. Door's PCPI ranks 13th highest among the state's 72 counties and is a mere 28 dollars lower than the statewide PCPI.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from equity or bond holdings, accrued interest, rental property income, retirement benefits, social security benefits and other government transfer payments.

One might assume that because Door County is a lower wage county with very little out-commuting of its workers into higher paying counties (only 12 percent) that its PCPI would be correspondingly low, too. But Door County has the highest PCPI of any non-metropolitan county in Wisconsin. This fact makes it an interesting income study.

The wages paid by employers in Door County are among the lowest in the state ranking 62nd of 72 counties, and generally, wages make up the majority of total personal income, and as well, PCPI, too. But the county is not as reliant upon wage earnings for its total income as most other counties. In fact, only 53 percent of the county's total income is comprised of job earnings compared to the state average of 68 percent. Door County compensates for this gap with 30 percent of its income via dividends, interest and rental property income, which is considerably higher than the state average of 18 percent of total income.

Ultimately, this boils down to demographics. The county has a large share of retirees

who do not depend upon jobs for their income, but rather the fruits of their past labor via retirement accounts and other financial portfolios. Also, the moderately high PCPI is also supported by the fact that there are relatively fewer children in Door County per capita, who normally do not accrue or contribute to an area's total income, but are figured into the PCPI equation, nonetheless.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005